AMPLEON

Sustainability Report 2025

Ampleon at a glance

Our company

- Worldwide presence (HQ in Nijmegen, Netherlands)
- 1,095 employees in 16 sites (31-12-2025)
- Sales, Application and R&D on 3 continents
- Own manufacturing facility
- Reliable global supply chain
- Partnering with leading external manufacturers
- Solid financial performance enabling investments in R&D

Technologies and products

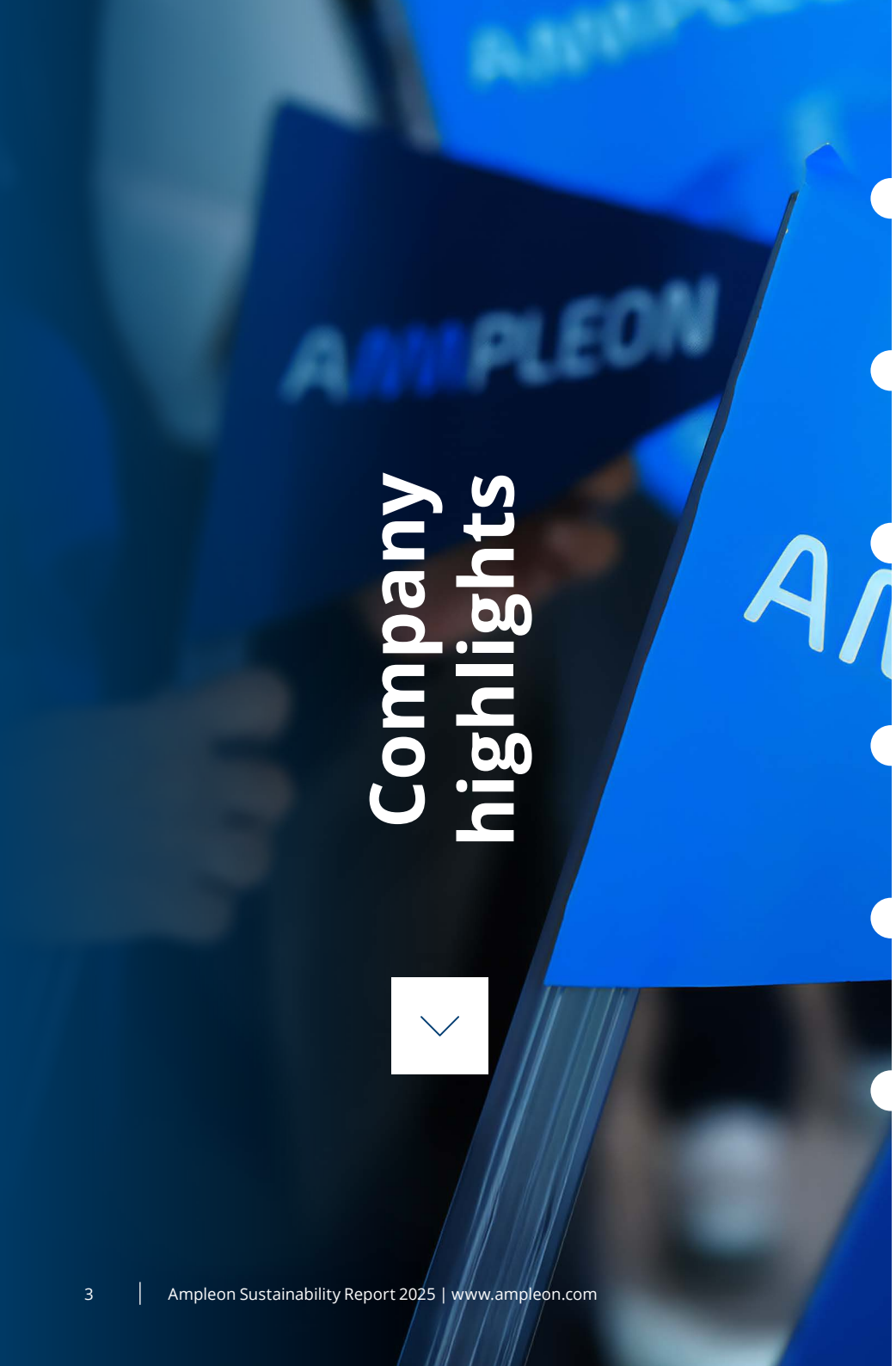
- Market-leading RF power know-how
- Broad GaN and LDMOS technology portfolio
- Comprehensive package line-up
- Outstanding product consistency
- Scientific ecosystem with universities and institutes

Our businesses

- Designing and manufacturing RF power products for nearly 60 years
- Industry leader addressing the market segments:
  - Wireless Infrastructure
  - Navigation and Safety Radio
  - Broadcast
  - Industrial, Scientific and Medical
  - Aerospace & Defense

Our customers

- Servicing all global base station manufacturers and customers in specific market segments directly and through our global distribution partners



Company highlights

2015 (Dec. 7)

Company foundation

2016

Own **package-assembly-test factory** established in the Philippines

2017

Go-live of our own Enterprise Resource Planning (**ERP**) system
Release of our **LDMOS** captive foundry process

2018

Key player in the **5G** roll out in Mobile Broadband business

2019

Top supplier awards from customers

2020

Release and ramp-up of **GaN** in Mobile Broadband business

Company highlights

2021

Introduction of best-in-class **Advanced Rugged Technology (ART)** in **MultiMarket** businesses

2022

Factory in the Philippines on **100 % renewable electricity**

2023

Market leader in drivers for Mobile Broadband

2024

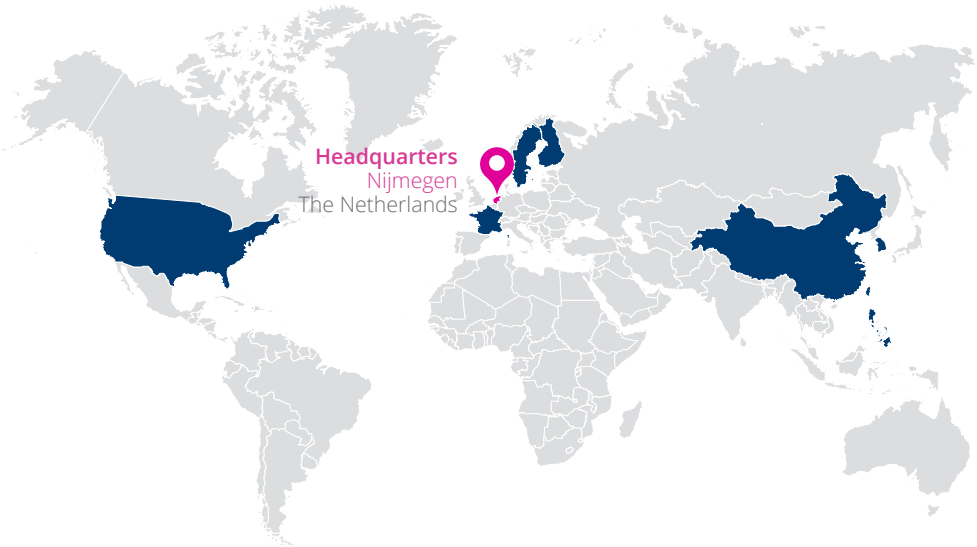
GaN-based power amplifier modules launched
Demonstrated **best-in-class RF GaN performance** for mobile broadband applications
Ampleon **eliminated lead** from its manufacturing processes

2025

Scope 1 and 2 emissions reduced by 95 % compared to 2019 baseline

The global team

- 1,095 team members on 3 continents
- Professionals and industry experts from over 30 nationalities
- Fostering variety and diversity (ethnicity, gender, age)
- Offering equal opportunity employment
- Aspiring to be a “Great Place to Work”



47 %
Female employees

53 %
Male employees

Our value proposition

One-stop partner

for RF power solutions

Flexibility

in scaling design and production for any volume

Global

footprint addressing Wireless Infrastructure as well as MultiMarket domains

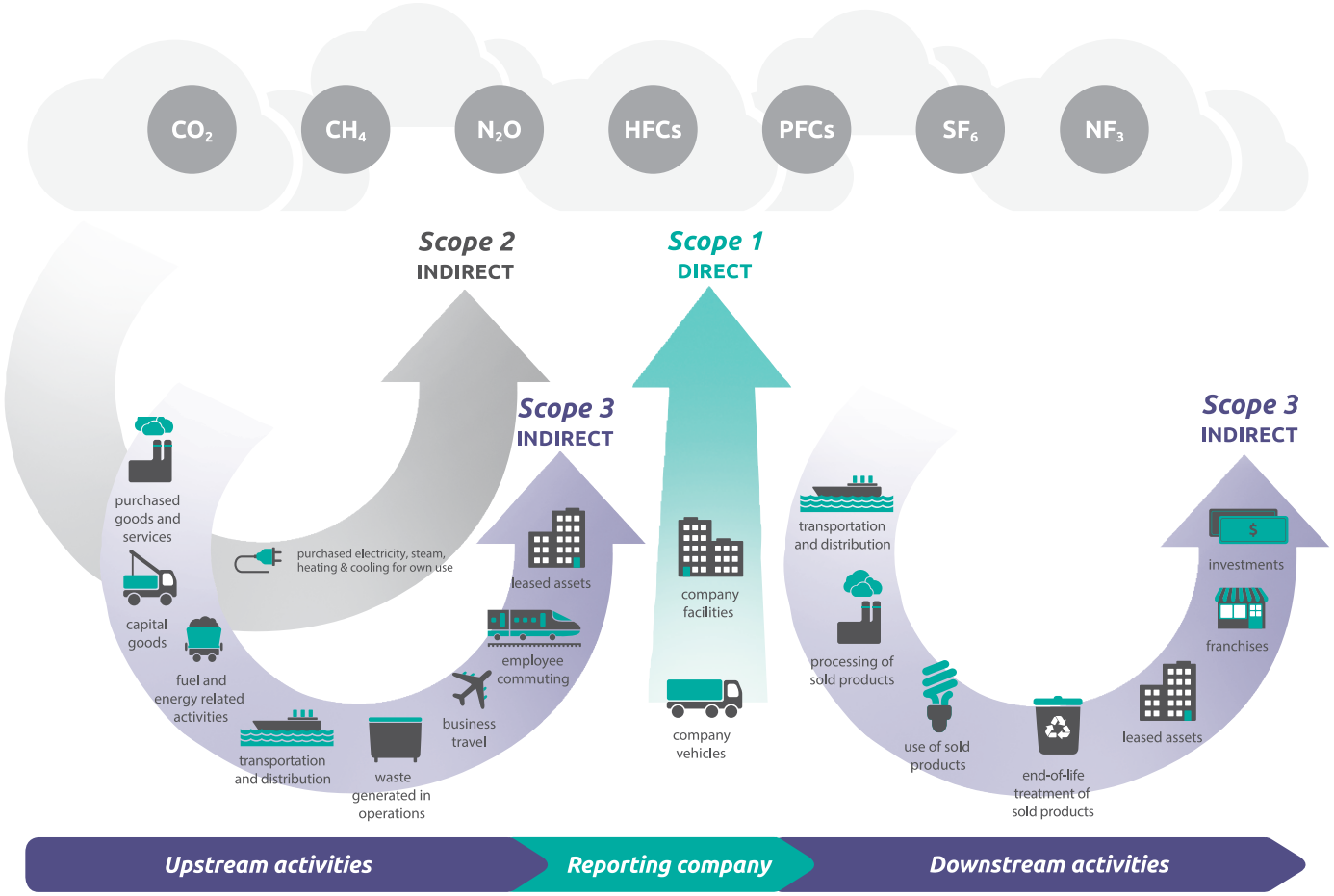
Proven

reliability, secure supply and excellent product consistency, enabling the highest manufacturing yields for our customer

High

quality Ampleon-owned LDMOS nodes and supply; access to GaN foundries and technology partners

Scope 1, 2, 3 according to GHG Protocol



Source: GHG Protocol

Environmental Social Governance (ESG)

Performance review

- Annual participation in the Ecovadis monitoring for gap analysis

Banned substances

- Applying the legislation, fulfilling customers' requirements and imposing measures on our suppliers

Responsible sourcing

- Adhering to Responsible Business Alliance (RBA) guidelines

Greenhouse gases

- Committed to reduce our carbon footprint by 97 % by 2030 (base 2019)
- The Philippines fab on 100 % renewable electricity
- Ambition to be at net zero (Scope 1 and 2) by 2040

Human rights

- Operate responsibly, adhering to laws and regulations
- Our Code of Conduct is aligned with the Responsible Business Alliance (RBA) Code of Conduct

GHG reduction
Overall

Our commitment

Based on the results in the past years, we have revised our commitment to reduce our carbon footprint (Scope 1, 2) from 50 % to 97 % by 2030 compared to the reference year 2019. This commitment is also captured in our GHG statement on www.ampleon.com/sustainability/greenhouse-gases.html

Results: 2025 compared to 2024

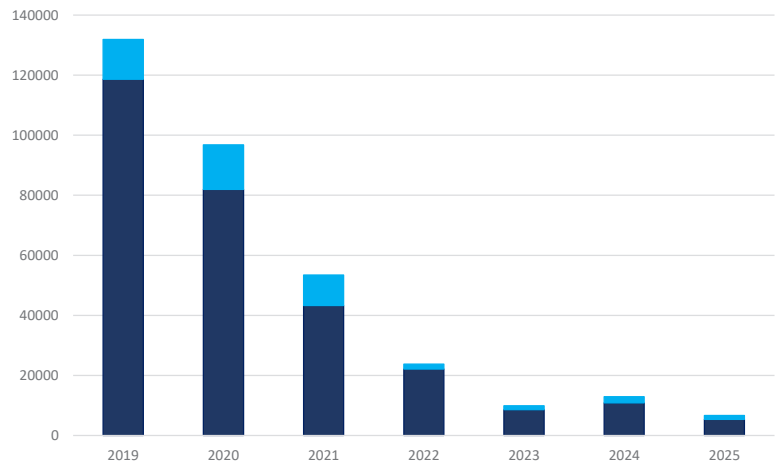
- SCOPE 1: decreased by 6304 tons CO_2e, mainly due to decreased usage for products that require bubble leak for quality checks.
- SCOPE 2: decreased by 811 tons CO_2e mainly due to carbon-free energy supply from the energy supplier in the Netherlands.
- Note: about 96 % of GHG emissions in Scope 1 and 2 for 2025 are derived from in-house manufacturing.

Ambition statement

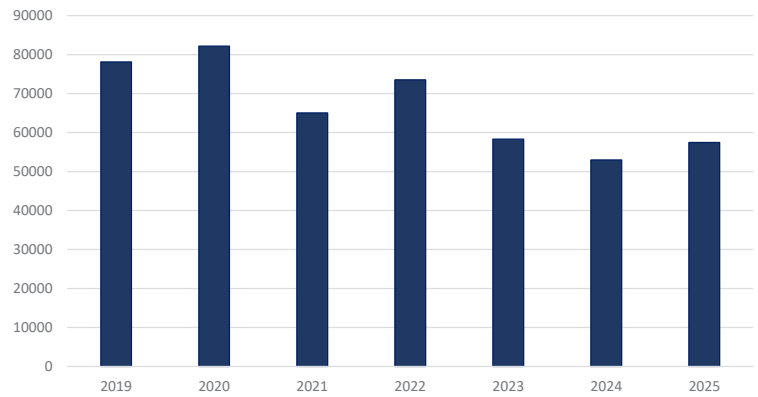
We will focus further on lowering the CO_2 emission of our sites by decreasing the use of energy in combination with the use of 100 % renewable energy supply. The installed solar panels (1.5 MWp) at our factory will become operational in 2026 and will contribute to achieve this target. We will also start working on a roadmap to achieve net zero (Scope 1 and 2) by 2040.

For Scope 3, we will focus on reducing CO_2 emissions for transportation and distribution, business travel, employee commuting, purchased goods and services, as well as use of sold products.

Ampleon Scope 1 and Scope 2 emissions in tons CO_2



Energy consumption in gigajoules



GHG reduction
In-house manufacturing

The GHG initiatives of our manufacturing site in the Philippines have been successful with regards to adapting a green building and promoting an environmentally friendly, healthy, and safe environment for employees. These initiatives do not only save carbon emissions but improve the ambiance and create a fresh environment for the employees.

GHG reduction programs

Purchased electricity

- Achieved 91 % reduction of CO_2 emissions for Purchased Electricity from 2019 to 2025.
- Implementation of energy conservation in production and facilities:
  - Turning off utility supply in case of company shutdowns.
  - Turn off production machines not in use.
- 100 % replacement of conventional light bulbs to LED lights.
- Use of 302 solar panels of up to 99 kW capacity for lighting fixture.
- Installed solar panels (1.5 MWp) that will become operational in 2026.
- Regulated air conditioning system for production and offices.

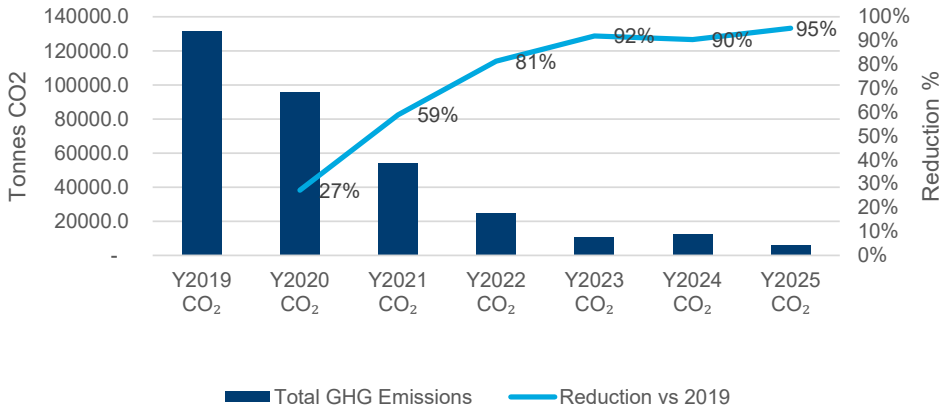
Chemicals

- Achieved 96 % reduction of CO_2 emissions for bubble leak test (BLT) chemicals from 2019 to 2025.
- Y2025 – Reduction in usage of the chemical due to production of smaller number of products requiring the bubble leak test for quality checks.
- New material selected which will reduce the CO_2 emission further. Usage started in January 2026.

GHG reduction target 2030

- Target for GHG reduction Scope 1 and Scope 2: 97 % reduction from 2019 to 2030.
- Realized: 95% reduction from 2019 to 2025.

GHG emissions 2019–2025 in tonnes CO_2 and reduction % vs base year 2019



In-house manufacturing
Waste reduction

Waste management in Ampleon's manufacturing site in the Philippines has increasingly been diverted from going to landfill. Avoiding landfill as much as possible reduces the impact on the environment with regards to polluting land and groundwater. Waste from production is separated into recyclable and residual with further recoveries being executed to ensure economically solid waste management.

Waste reduction programs

Recycle / recovery
- Metal (including precious metal) recovery from scrap.
- Segregation at material recovery facility on-site and further sorting at scrap hauler's facility for further recovery of recyclables from residual.

Re-use
- Mold grit used as filler for concrete hollow blocks.
- Return-to-vendor initiatives for blister trays.
- Re-use of plastic containers as repository for used oil and fuel.

Reduce
- Campaign on non-use of single-use plastic, like bottled water in the AMP canteen.
- Promoting use of recyclable food containers in canteen.
- Reduce use of paper by promoting paperless transactions.

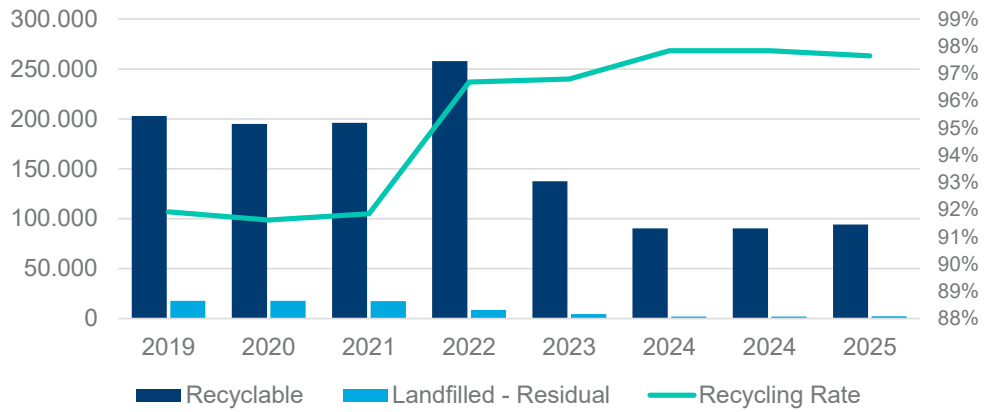
Compliance to all legal requirements
- Disposal of waste to qualified treater / recycler to ensure reduction of waste going to landfill.
- Qualified treater / recycler implement recovery of scrap at their site prior landfill.
- Diversion of residual wastes from landfill as fuel at treater / recycler's plant.

HIRAC – EIOA
- Annual review of hazards, environmental aspect / impacts with identification of wastes reduction and resources reduction.

E-waste handling
- Provision of centralized collection bin for electronic wastes coming from offices for recycling at treater / recycler's site.

Waste reduction target 2025
- Target 98 % recycling rate
- Achieved recycling rate at 98 % in 2025
- Minimized waste generation

2019 to 2025 waste (kg) and recycling rate (%)



Water conservation
In-house manufacturing

Water is one of the vital resources on our planet and plays a major role in our manufacturing process. Our manufacturing site in the Philippines utilizes significant amounts of water to manufacture our products, major part of which is used in operating our cooling and heating systems, in producing our air requirements, in our toilets and in our canteen. It is very important to us to efficiently use this resource as our way of protecting our environment for sustainable operations.

Water management and conservation programs

- Technologies or practices to recycle water.
  - Cooling tower blowdown (reject water) discharge used for flushing toilets.
- Adoption of cooling systems with reduced or recycled water consumption.
  - Provision of water treatment (water softener, anti-corrosion, biocide) before feed as cooling tower make-up.
- On-site or offsite wastewater treatment facilities.
  - Onsite: neutralization only.
  - Offsite: connected to LISP Industrial Park centralized biological treatment.
- Waste water quality assessment.
  - Monthly conventional analysis of BOD, COD, oil and grease.
- Other actions to manage water efficiency or wastewater discharge.
  - Leak tracing and repair of water lines.
  - Sensor type faucets.
  - Installation of internal sub-meters and variable frequency drive domestic pumps.
  - Turning-off water supply for production machines during economic and holiday shutdowns.

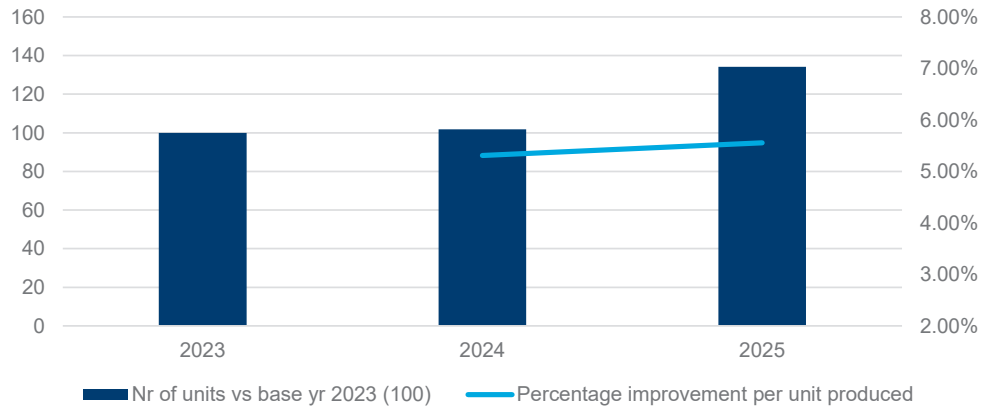
Water reduction target 2025 vs 2024 (normalized consumption)

- 5 % target year over year
- 5.5 % reduction per unit produced 2025 vs 2024

Plan and potential water savings

- In-house manufacturing domestic water consumption is based on production volume allocation by local supplier
- Started monitoring of water consumption in 2023 based on the own installed water meter
- Study on how to further recycle DI rinse water after production

Water consumption per unit manufactured



Banned and restricted substances

Banned and restricted substances policy

To protect our customers, employees, and the environment from the use of chemicals and substances that may present a threat to the environment and human health during production, use or via disposal at the end of the product lifecycle, we have several programs in place which regulate our use of hazardous chemicals or "substances of concern". In fact, we follow some of the highest standards in the industry.

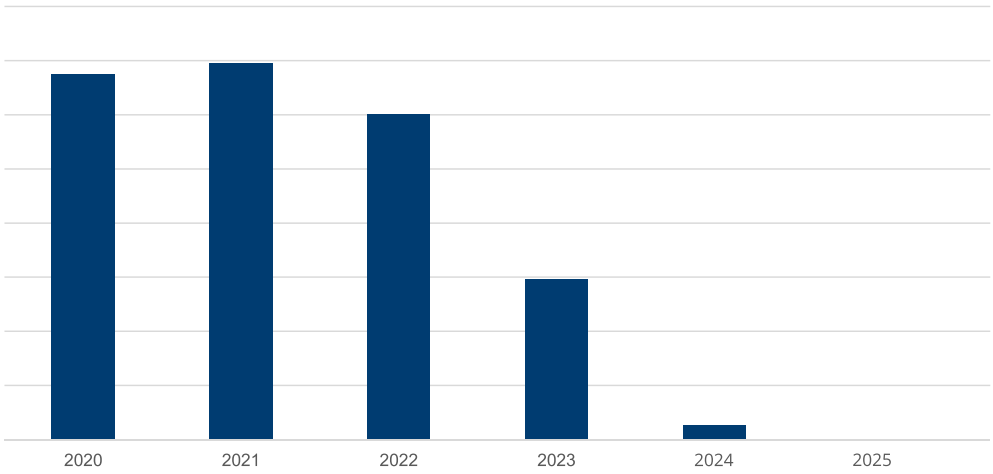
We carefully monitor our use of substances categorized as restricted, hazardous, or relevant, and have committed, as part of our near-term sustainability program, to achieve a 100 % reduction of all restricted and hazardous substances which are not critical use. We track our usage of chemicals in our company-wide chemical management program, which registers and classifies the chemical substances we handle. Any use or emission of restricted or hazardous substances must be covered by internal approval. For such substances, we are searching for alternatives to be used as quickly as possible.

Ampleon's policy "ECO-Products Substance Control for Products and Packaging" specifies substances which are not permitted in materials, parts, semi-finished goods, and products at levels above our established threshold. This is to ensure that no Ampleon product sold contains any substances which are restricted by law or other regulations. We also apply the European Union's Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (commonly known as RoHS) and key customer requirements.

All Ampleon products produced as of March 2024 are lead free.

For additional information, including our REACH statement, please visit our website:
www.ampleon.com/documents/quality/ampleon-reach-certificate.pdf

Consumed lead in products (meters lead solder wire)



Community

	Philippines	China	Netherlands	France	Other locations
Safe workplace	• Continued Health Protocols to avoid spread of communicable diseases in the workplace • Flu Vaccination programs • Bi-annual evacuation, fire, earthquake, chemical and medical drill • Identifying unsafe conditions through HIRAC (Hazard Identification, Risk Assessment, and Control) measures and GEMBA walk • Environment, Health & Safety Awareness through bulletin, news TV & AMP facebook • Ergonomics exercise (2x for regular and shifting employees) • National Disaster Resilience Learning Session and Fire Prevention Month • Promoting Occupational Safety and Health (POSH 2..0) • Promoting Interest Clubs for health and well-being • Simple Act of Safety (SASY)) - Program on reporting unsafe acts and unsafe conditions	• Annual fire drill and fire knowledge training • Keep the hygiene management after COVID-19 for the prevention of COVID and other infectious disease and workplace control • First aid kit management	• BHV organization incl. drills • Ergonomics team • Company doctor and work ability specialist • Code of Conduct and Speak Up Policy campaign	• Fire drills every year • Volunteer firefighter on site • First-aid training course every 2 years • Electrical authorization renewed in 2025 for all people working in the lab • Unique document for risk management: annual mandatory update on track	• Safety trainings
Social responsibility	• Blood donation program • Adopt a student scholarship project • Adopt a school / Brigada Eskwela • Climate change lecture to grade school and teaching how to use fire extinguisher • Gift-giving to different foundations, such as schools for less fortunate kids • Participating in the industrial park and LGU tree planting activities and coastal clean-up • Conduct of CSR awareness based on Responsible Business Alliance	• Annual blood donation • Financial contribution to disabled community (mandatory by law)	• Supporting local food bank • Supporting sports events and donating for cancer research • Participating in community initiatives to improve gender equality in the workplace	• Apprenticeship tax to a targeted engineering school • Financial contribution to disabled community (mandatory by law) • Welcome to school kids' internship to discover how a company is run	
GHG reduction	• GHG awareness/training • Earth hour • Bubble-leak chemicals elimination/reduction • Green energy source • Solar panels • LED lighting conversion • 98 % waste recovery • Paperless transactions • Energy conservation programs • Lecture on Adapting to Climate Change through Sustainability	• Electricity saving programs • 2-side printing to reduce paper usage • Paper cup usage reduction • Electronic whiteboards • Avoid color printing as much as possible	• LED Lighting • Carbon reduction plan focused on lower energy consumption of climate control system • Hot water circulation system switched off during summer period	• Carbon-free electricity (at ~98 %) • Energy saving plan: >40 % energy reduction is targeted for 2030 (and already met as of 2024) • Sustainable mobility plan put in place in 2025 for employee commuting	• Less paper printing
Environment protection	• Environment fun run last TQE Week • Mangrove and fruit-bearing tree planting and coastal clean-up • Plastics and solid-waste management programs • "No to Single Use of Plastic" drive at Canteen	• Garbage sorting in office and at home • Encourage public transportation to reduce carbon emission	• Use of sustainable low CO_2 impact coffee mugs • Separate waste collection • Phase-out lead in our products • RoHS compliance • Collection of empty bottles and cans with deposit	• Cardboard, plastic, glass & coffee ground recycling in place	• Waste sorting in office

Recognition / Corporate Social Responsibility
Community initiatives

Recognition: Certificate of Recognition “Platinum Category” and Individual Awards

Ampleon Philippines Inc. was awarded by Philippine Red Cross Blood Service with the Platinum Award in recognition for the valuable partnership in blood donation. Seven (7) Individual Awards for Bronze and Galloners.

Recognition: Awarded as the National Outstanding LMC for Industrial Peace for three years: 2019, 2021 & 2023

Awarded by DENR for showcasing Sustained remarkable Compliance with environmental laws

Participating in Gender Equality Initiative “Role It Out”

Ampleon Netherlands B.V. is actively supporting gender equality in the workplace by participating in the community initiative "Role It Out". This program is created to inspire more women of all ages to choose a career in tech, by training and educating female employees in our sector to become role models. Ampleon currently has 4 employees actively involved in this community initiative.

Responsible sourcing
Supplier management

Conflict Minerals

We support the goals and objectives of Section 1502 of the Dodd-Frank Act, which aims at preventing the use of conflict minerals which directly or indirectly finance or benefit armed groups in the Conflict Region.

For further details, please also see our website on Conflict Minerals: www.ampleon.com/documents/quality/ampleon-conflict-minerals-policy-statement.pdf

We actively engage with suppliers to conduct due diligence in alignment with the Responsible Minerals Initiative: www.responsiblebusiness.org/initiative/rmi.html

Code of Conduct

We require our employees and all our business partners, to comply with Ampleon's Code of Conduct.

Our suppliers shall have a policy to assure that the tantalum, tin, tungsten and gold in the products they manufacture do not directly or indirectly finance or benefit armed groups who are perpetrators of serious human rights abuses. Our suppliers shall exercise due diligence on the source and chain of custody of these minerals and shall make their due diligence measures available to us upon our request.

In addition, our suppliers are required to provide evidence of their own corporate policy on the use of conflict-free minerals and information from their suppliers concerning the origin of the metals which are used in the manufacture of our products. Based upon information provided by our suppliers, we do not knowingly use metals derived from the Conflict Region.

Responsible sourcing
Supplier management

Greenhouse gas reduction in the supply chain

We adhere to the policies outlined in the Code of Conduct and require our suppliers to adhere to strict social and environmental standards. Furthermore, we expect from our key suppliers and partners to follow Ampleon's requirements for 50 % reduction of greenhouse gas (GHG) emission by 2030.

Ampleon has recently increased the goal to reduce greenhouse gases by 97 % by 2030 compared to the reference year 2019 regarding own emissions and purchased energy. In 2025, Ampleon reduced these emissions by 95 % lower compared to the reference year. Ampleon has defined actions to achieve these targets and is working intensively with key suppliers to set targets and define actions to reduce their emissions.

Read more about how Ampleon will support the Paris climate agreement on www.ampleon.com/sustainability/greenhouse-gases.html

We reach out via audits and dedicated calls to our key material suppliers and contract manufacturers. This is done to explain the Ampleon guidelines and efforts in meeting our goals and to have a dialogue about their goals and attempts to meet those goals. From this assessment, we can conclude that the majority of Ampleon suppliers and partners are aware of greenhouse gas emissions and have plans in place, however, not all of them reach as far as 2030 yet.

The next steps are to activate the Ampleon greenhouse gas emission program by way of reviewing targets and achievements with our key suppliers and partners in business review meetings and / or regular calls. Additionally, the greenhouse gas reduction targets had been added to our supplier rating system.

Ampleon: a Great Place to Work (GPtW)

One of our strategic pillars is to become a High-Performance Organization (HPO). To achieve this, a lot is determined by how we behave which also directly implies the importance of leadership which should result in high employee engagement. Becoming a Great Place to Work is a key driver behind our daily actions. The GPtW ambition is based on the following pillars and is measured each year. The results are translated into global, regional as well as team improvement actions:

- Excellent communication (and labor relations)
- Great leaders
- Personal and professional growth opportunities
- Great recognition and good atmosphere
- Pride

Personal growth is encouraged by coaching, technical training, webinars, conferences, temporary assignments in different sites of Ampleon, as well as a global, cross- functional and cross-site program which aims at amplifying the (leadership) skills that each individual has.

The health and wellbeing of our employees is of key importance and translated into numerous team, social and sports activities and supported by the opportunity to work in a hybrid mode across all regions.

Within Ampleon we strive for strong collaboration by which we try to build deeper connections and an environment in which people feel understood and autonomous. A healthy workplace also means an environment in which we accept each other for who we are. We recognize and embrace our differences, so we can create and sustain a respectful, inclusive work environment and be sensitive to the mindsets of our customers.

This environment fuels innovation, optimizes individual and team productivity and drives our continued success.

We consider that every employee with a job and experience should be paid equally within a certain country, independent of gender.

And lastly:

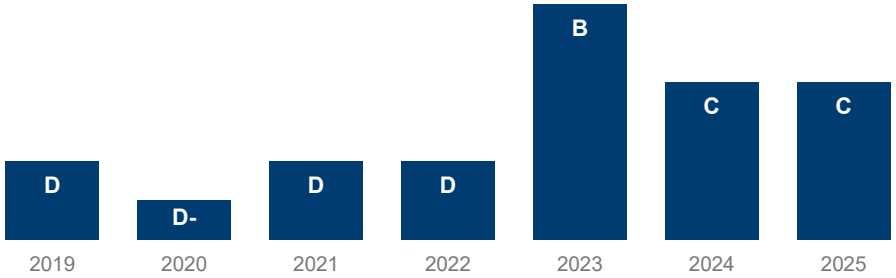
- We operate responsibly, adhering to the laws and regulations in our countries of operation
- We comply with our Code of Conduct and ensure fair treatment of our employees; condemn child labor, human trafficking and slavery; and offer a healthy, inclusive and safe environment

High Performance Organization (HPO)

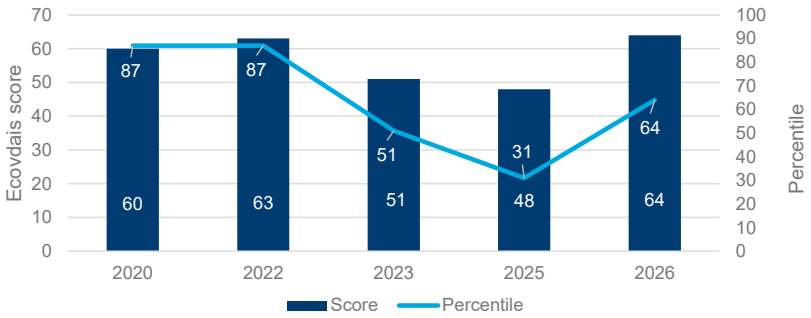
How do we track performance?

We report our Environment Social Governance results (including GHG reporting) to CDP and Ecovadis. The feedback from CDP and Ecovadis will be used to further improve our contribution to a sustainable future.

CDP assessment results: Climate Change (reporting year -1)



Ecovadis assessment results (reporting year -1)



Disclaimer

This report contains forward-looking statements based on assumptions and forecasts made by Ampleon management and third parties. Statements that are not historical facts, including statements about our beliefs and expectations, are forward-looking statements. These statements are based on current plans, estimates and projections, and you should not place too much reliance on them. These forward-looking statements speak only as of the date they are made, and we undertake no obligation to update any of them in light of new information or future events. These forward-looking statements involve inherent risks and are subject to a number of uncertainties, including trends in demand and prices for semiconductors generally and for our products in particular, the success of our development efforts, both alone and with our partners, the success of our efforts to introduce new production processes at our facilities and the actions of our competitors, the availability of funds for planned expansion efforts and the outcome of antitrust investigations and litigation matters, as well as other factors. We caution you that these and a number of other known and unknown risks, uncertainties and other factors could cause actual future results, or outcomes to differ materially from those expressed in any forward-looking statement.

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